

Saint John Neumann Catholic Church

Pastoral Plan

2021-2024



Preamble

“And I tell you, you are Peter, and on this rock I will build my church . . .” (Matthew 16:18)

Using these words, Jesus founded one Church, to be inherited through all generations, to carry on His ministry. As a people and institution—as heirs of the one Church—St. John Neumann Parish is appointed to this mission. In the Gospel accounts of Jesus’ ministry, the gentle spirituality of St. Francis de Sales, and the lives of other holy men and women of the Church, we receive many examples to guide our apostleship. There are acts and teachings that call us to fellowship, reverence, spiritual development, good works, and conscious regard for God’s generosity. These tenets of Catholic life underpin our Parish mission and form the five parish areas of our Pastoral Plan.

This Parish Plan sets forth our strategic direction and objectives for 2021-24. It renews the commitments made in the 2017-20 Plan to the five parish areas and establishes new objectives under each to drive our Parish forward and meet the challenges of our time. Input from the members of St. John Neumann—gained through a Parish-wide survey, engagement sessions, and other dialogue—was integral to the molding of this new Plan. It helped us to identify areas where our Parish is vibrant and strong, as well as opportunities for us to more fully respond to Jesus’ summons of us into His harvest.

In addition to establishing objectives for 2021-24, this Plan also commends us to values that cross the five areas of our Parish.

- *Awareness of the ministries offered at St. John Neumann.*
- *Conscious engagement of parishioners, especially those who may feel overlooked.*
- *Appreciation for volunteers, as well as attention to recruiting and retaining these vital partners in ministry.*
- *Continuous development of parishioners to succeed into leadership roles.*
- *Sensitivity in all of our words and actions.*

As we continue serving as apostles of Jesus under this new Parish Plan, may we be inspired by the teaching of St. Francis de Sales: *“We must do all by love, and nothing by force.”*



Community



Worship



Formation



Service



Stewardship

COMMUNITY OBJECTIVES

Living up to our faith and our Parish motto “All Are Welcome,” we seek to create a more inclusive community where all feel welcome through:

- Providing services and programs to our cultural communities.
- Enhancing initiatives to welcome new parishioners, including inactive Catholics.
- Offering community-building opportunities for families.
- Promoting racial justice through education, advocacy, and ecumenical engagement.

Pastoral Objectives

2021-2022

1. Establishing a “Cultural Exchange” Committee composed of parishioners from diverse cultures.
2. Offering “micro-volunteering” opportunities for families, young adults, and those who may be “too busy” for longer-term commitment.
3. Continuing to offer Racial Justice Ministry programs, as well as the Just Faith modules that focus on issues of racial justice.

2022-2023

- 1) Offering programs, events, and celebrations that bring together our Anglo members and our Hispanic and other parishioners from diverse cultures, including events that are family-friendly. (These can be planned by the newly-established “Cultural Exchange” Committee.)
- 2) Enhancing our Racial Justice programs by collaborating not only with more diverse Catholic parishes, but also other diverse faith communities.
- 3) Continuing direct outreach to new parishioners during their first year of members at St. John Neumann.

2023-2024

- 1) Continuing to offer events/programs that create opportunities for our parishioners of diverse backgrounds to come together and share their stories.
- 2) Engaging with inactive Catholics to identify additional ways to welcome them back into the community.

FORMATION OBJECTIVES

St. John Neumann aims to foster and empower each person's call to disciple Christ through effective faith formation and spirituality. Preparing our parishioners for mission requires a variety of educational and faith formation programs for all ages, including:

- Children's faith formation.
- Youth ministry.
- Young adult ministry.
- Adult faith formation.
- Spiritual formation, missions, and retreats.

Strategic Direction: St. John Neumann will foster lifelong engagement and formation that flows reciprocally through all stages of life.

Pastoral Objectives

2021-2022

1. Welcoming and reintegrating to faith formation and the worship space.
2. Connecting baptism families with the larger communities by inviting them to group gatherings with other young households and providing them with age-appropriate material that supports them as the primary teachers of the faith.
3. Supporting the Spanish community's ARISE program and support the growth of small faith groups.

2022-2023

1. Emphasizing lived faith in practice/action in all aspects of faith formation.
2. Working to connect Salesian spirituality to all aspects of our lived expression of faith.
3. Reconnecting families to liturgical experiences.

2023-2024

1. Creating opportunities for middle-aged adults to build community within the parish experience.
2. Connecting Salesian spirituality to our liturgical and sacramental education.
3. Building a relationship between the youth and the parish elders to encourage mutual understanding and accompaniment on the journey of faith.

WORSHIP OBJECTIVES

The heart of parish life is the celebration of the Eucharist, from which flows all our worship, sacraments, and prayer. St. John Neumann encourages the full, active, and conscious participation of all parishioners in the sacramental life of the Church. This includes:

- Prayerful Sunday liturgy;
- Worship experiences celebrating the liturgical seasons;
- Sacramental preparation, including the Rite of Christian Initiation of Adults (RCIA);
- Invitation and formation for liturgical ministers.

Strategic Direction: St. John Neumann will engage all parishioners in participating fully in worship.

PASTORAL OBJECTIVES

2021-2022

1. Continuing to expand the livestream production and utilize it to extend our reach to those who cannot attend in person.
2. Catechizing on the importance of the gathered community and the graces that can be had in the Eucharist as parishioners continue to transition back to in-person worship.
3. Increase a cross-generation of liturgical ministers through intentional one-on-one invitations.

2022-2023

1. Revitalizing CLOW & Family Mass to be more family directed and intentional toward that target audience.
2. Providing “Time & Talents” surveys and workshops to help parishioners discern where their gifts would best be served, to include engaging those that have recently received a sacrament.
3. Continuing catechesis on the “why’s” to the liturgy and ritual elements to enrich personal growth.

2023-2024

1. Suggesting practical applications from weekend liturgies to help worshipers best see how they can be agents of the gospel during the week.
2. Creating more worship opportunities where the Anglo community and the Spanish community can come together as one body.
3. Inviting greater discussion about vocations and expand the opportunities for devotional practices.

SERVICE OBJECTIVES

Responding to the call to be a people of mercy and justice through compassionate service, we commit to incorporating Catholic Social Teaching as a living part of our faith and service, bringing the Gospel to bear on the issues of the day and to the challenges of our community through:

- Integrating Catholic Social Teaching (CST) into the Sunday Liturgy.
- Linking the community to opportunities that will put CST into action.
- Offering educational opportunities on how to advocate on issues that call us to be disciples.

Pastoral Objectives

2021-2022

1. Integrating CST into the Liturgy through homilies and Prayers of the Faithful.
2. Offering service opportunities that contain an education component on CST so that parishioners will better understand the connection between what they are doing and why.
3. Highlighting advocacy issues (bulletin, website, after-mass presence) that align with CST and offer opportunities for parishioners to participate.

2022-2023

1. Continuing CST integration into Sunday Liturgy – Prayers of the Faithful and homilies that connect CST with the Sunday readings.
2. Continuing prayer services that focus on racial justice and other issues related to CST.
3. Offering inter-faith service activity and connect it to CST.

2023-2024

1. Writing a series of bulletin articles on seven themes of CST and connect each with service opportunities.
2. Offering Lenten Soup Supper series that will focus on CST, and why we are called to love God and love and serve our neighbor.

Stewardship Objectives

St. John Neumann commits to being a good steward of the parish facilities, finances, and human resources that enable the community to pray, grow, and serve. Stewardship also involves empowering parishioners to use their gifts and competencies on behalf of the faith community, providing the necessary pastoral formation and support. This includes:

- Parish administration and coordination.
- Facilities management.
- Financial processes, procedures, and reporting.
- Identification of the gifts present in the community.
- Genuine and intentional invitation to parishioners to serve in leadership roles.

Strategic Direction: St. John Neumann will continue to engage parishioners in our commitment to effective and comprehensive stewardship.

Pastoral Objectives

2021-2022

1. To engage parishioners in all aspects of parish life by:
 - Creating a central repository for St John Neumann volunteer opportunities where adults and families can sign up to “drop in” and share their time and talent.
 - Showcasing our ministries and increasing the ease of locating other aspects of church life on the St John Neumann website.
 - Identifying planned capital projects and major expenses on a quarterly basis.
 - Embracing Pope Francis’ seven-year Laudato Si’ Action Plans by developing a multiyear approach to increase sustainability in the holistic spirit of integral ecology.

2022-2023

1. Encouraging exploration of the charisms and gifts by hosting the “Called and Gifted Workshop,” sponsored by the Catherine of Siena Institute, in the Spring.
2. Implementing St John Neumann’s year one objectives in response to the Laudato Si’ Action Plans.
3. Communicating how contributions are being used to give witness to the presence of God in our midst.

2023-2024

1. Encouraging all who participate in programs at St John Neumann to feel welcome in and responsible for the facility and those around them.
2. Implementing St John Neumann’s year two objectives in response to the Laudato Si’ Action Plans.